

## SELF TRAINING

### In brief

Self training is a learning process in which the subject decides their own times and methods for training. This method has the advantage of being customised for the student's specific needs and can be managed in the time decided by the individual, within a pre-established period of time. The use of this method requires a rigorous approach to the documentation of activities; it is necessary to clarify the training objectives that must be reached, the tools and self training courses, and to certify everything with a final report on the training acquired.

### What is it?

Every human experience can be considered as formative, in the sense that it introduces changes. We can learn from everything we do; learning from experience is considered the most effective method of training in many sectors. The vast majority of Italian companies have grown through what we might call "informal training": that is, on the field. Self learning may fall within this category. With all the problems this brings. The most obvious one is that informal training develops "tacit" skills and abilities, which as such are useful for carrying out work with the required standards, they run companies, but they are not easily describable and therefore transferable. Moreover, with self training, a variable to bear in mind is the strong, personal motivation required by the participant.

As well as on the job training and learning by doing, there are other opportunities for continuous self training:

- individual reading and studying;
- time to dedicate to the arts (music, painting, theatre, literature, cinema);
- e-learning courses (in this case self training can become formal training that can be certified and managed by the company);
- online training with web 2.0 tools.

### What is it for?

- encouraging a large saving in resources and time
- allowing continuous, professional training and – with a view to life-long learning – always practicing one's skills
- visualising the achieved result: this is the first element for personal motivation and satisfaction, so much so that it can stimulate further requests for training
- transferring knowledge learned from other people to one's collaborators and to one's company (another element of great satisfaction)